RETENTION PROGRAM BRIEF

NCCS (SW/AW) Flake

20 April 2000

Next Slide

Executive Summary (Page 1)

All indicators continue to show an upward trend for CMWC

CMWC

	MAR00	FEB 00	JAN 00
• First Term	33.15	33.43	33.43
• Second Term	63.16	62.12	61
• Career < 20	86.34	83.33	81.82

(data represents last 12 months as of the end of the month)

Mineman Rating

	MAR 00	FEB 00	JAN 00
• First Term	44.64	47.06	45.83
• Second Term	51.61	54.55	52.94
• Career < 20	86.79	86.79	86.79

Next Slide

Executive Summary (Page 2)

Commands with improvement in First Term Retention

(data represents last 12 months as of the end of the month)

AVENGER 57.14 up from 40.0

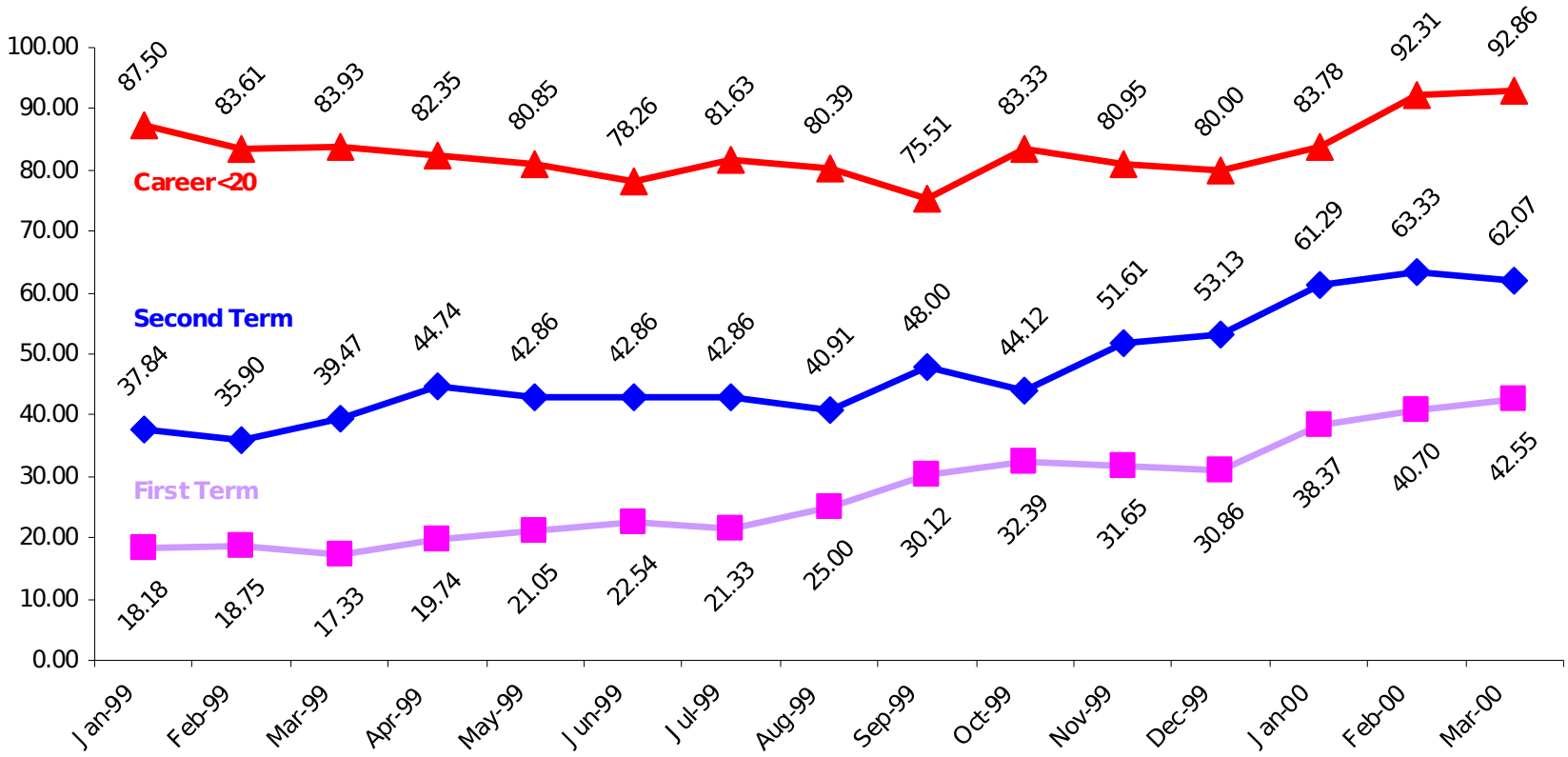
SIMA 53.33 up from 42.86

KINGFISHER 50.0 up from 40.0

PATRIOT 40.0 up from 30.0

INCHON 42.55 up from 40.70

INCHON RETENTION DATA



Next Slide

I can provide a graph like this for any command. If you would like one please e-mail me.

(data represents last 12 months as of the end of the month)

COMINEWARCOM RETENTION STATISTICS

(as of 31 MAR 00)

CLICK HERE

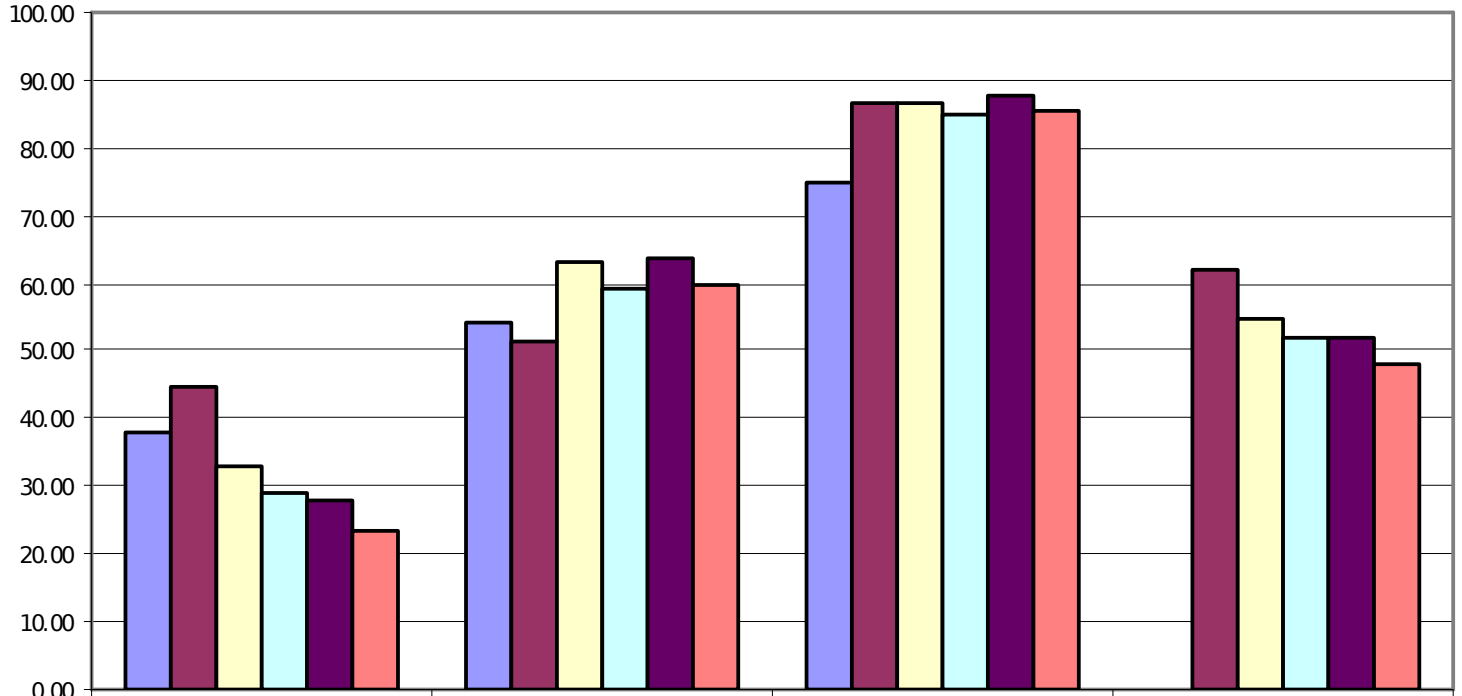
Microsoft Excel Worksheet

FOR RETENTION DATA WORKSHEETS

Next Slide

RETENTION
COMINEWARCOM vs. ALL NAVY
(LAST TWELVE MONTHS - APR 99 to MAR 00)

CMWC VS NAVY



	FIRST	SECOND	CAREER	OVERALL
NAVY GOALS	38.00	54.00	75.00	
MINEMANRATING	44.64	51.61	86.79	62.14
CMWC TOTALS	33.15	63.16	86.34	54.52
CINCLANTFLT	29.16	59.46	85.02	51.69
COMNAVSURFLANT	27.78	63.52	87.80	51.74
NAVY	23.67	59.64	85.42	47.93

Next Slide

Retention Honor Roll

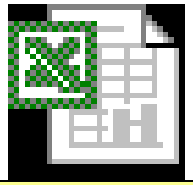
- **The Retention Honor Roll is a Quarterly CLF message.**
- **Each message reviews the data for the last three months. For instance JAN , FEB, and MAR data are used in April for the second quarter.**
- **Requirements for the Honor Roll are to meet or exceed the following benchmarks:**
  - **38% First Term**
  - **54% Second Term**
  - **75% for Career less than 20 years.**
- **If a command had zero numbers in an area but met the other 2 benchmarks, results were looked at for 12 months in the area that had zeros to see if the command met the benchmark on a 12 month run.**

Retention Honor Roll cont.

- **The following commands were submitted to CINCLANTFLT for the Retention Honor Roll.**

USS INCHON (MCS-12) **USS AVENGER (MCM-1)**
USS DEFENDER (MCM-2) **USS PATRIOT (MCM-7)**
USS OSPREY (MHC-51) **USS PELICAN (MHC-53)**
USS ROBIN (MHC-54) **USS ORIOLE (MHC-55)**
USS KINGFISHER (MHC-56) **USS FALCON (MHC-59)**

Attachment shows Quartley Retention Stats for all commands



Click to Review Stats

Career Counseling Activities

- Selection Board Briefs are being held in place of Advancement Lectures 1230 Mondays for interested Sailors
- Deck Plate Counseling: Seven ships to date
- Career Information Training is held the first

Thursday of each month

- First Term Workshop is held the third Thursday of each month

OFFICER PROGRAM DEADLINE DATES

- MECP 01 JAN
- NROTC 4YR01 JAN
- NROTC 2YR15 MAR
- NAVAL ACADEMY 1 APR Change
- SEAMAN TO ADMIRAL 01 JULY
- LDO/CWO 01 AUG
- BOOST01 OCT
- ECP 01 NOV

  OCS ONGOING BOARD

Officer Accession Programs

- LT Juls Schuchmann (Officer Program Manager from CNET) gave two briefs on Officer Accession Programs on 12 April with 56 Sailors attending. Fifty of those were junior Sailors.
- The LT was impressed by the amount of Sailors that attended and will be back next year (hopefully for two days).
- Any command that would like a copy of the Power Point Presentation please send me an e-mail at dflake@hq.cnsl.spear.navy.mil

First Term Survey

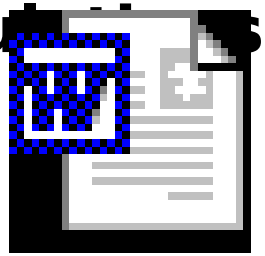
- Thanks to all commands for the short fused First Term Survey that was conducted on Monday 17 April 2000.
- We needed 100 First Term Sailors and 144 participated.
- The two facilitators from SIGMA Corporation were very excited about the support they received from the fleet.

Advancement

The FY01 E-8 board reported out with selection opportunity rising to 13.1%, up from 9.03% last year. 1850 Chiefs were selected for advancement to Senior Chief this year an additional 415 from last year.

CMWC advanced 13.2% to Se[illegible]f

Congratu[illegible]s to:

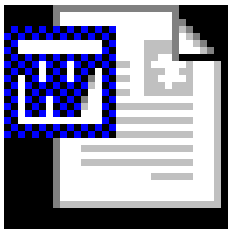


Click to get names

Next Slide

CPO to SEA

The CPO to Sea policy will be used whenever there are no excess personnel at sea within the geographical area that can be reassigned.



Click for instruction

Navy Counselor Symposium

Navy Counselor Association (NCA) is conducting it's 12th annual symposium in Memphis from 12-16 JUN 00.

The NCA recognizes that all Sailors, regardless of rating or grade, are counselors and mentors. Membership is now open to all Command Master Chiefs, Command Career Counselors, Retention Team Members, Recruiters, Detailers, and all military (active and reserve) civilian personnel involved in the professional development of sailors.

Click for instruction

Document

WEB sites for Career Counselors.

Check on a Daily basis.

- Retention Center online http://www02.clf.navy.mi
- BUPERS Access https://www.bupersaccess.navy.m
- BUPERS Homepage http://www.bupers.navy.mil/

Good info web sites

- PAY 2000 http://pay2000.dtic.mil/
- Navy College Program http://www.navycollege.n
- CMWC http://www.cnsl.spear.navy.mil/cmwc/
- CNET http://www.cnet.navy.mil/main.html
- Navy College http://www.navycollege.navy.mil/
- Military Report http://www.militaryreport.com/
- Smart Transcript https://smart01.cnet.navy.mil
- Retirement Calculaltor http://www.afpc.randolph.af.mil/retsep/eorwtfrm.stm

CCCs need to check these sites so they can keep up with changes and learn about programs which affect their shipmates

NOTE: All Career Counselors should provide an E-MAIL addr where I can forward the latest info on retention programs.

Next Slide

MINEMAN ECM COMMENTS

Community Management Actions
MN

- CNRC EXECUTION (CL CVN)

	QUOTAS	INPUT	%
– FY-94	41	39	95%
– FY-95	52	45	87%
– FY-96	67	54	81%
– FY-97	53	63	119%
– FY-98	89	71	80%
– FY-99	116	74	64%
– FY-00 FYTD	156	122	78.2%

- "A" SCHOOL UTILIZATION (CNRC & FLEET)

	QUOTAS	INPUT	%
– FY-94	48	40	83%
– FY-95	52	55	106%
– FY-96	80	64	80%
– FY-97	80	80	100%
– FY-98	96	83	86%
– FY-99	134	78	58%
– FY-00 FYTD	170	136	80%

- "A" SCHOOL ATTRITION (FY-98)
  - Academic - 1% Non-Academic - 4% Total - 5%

FCCM(SW) Snyder Email: n132d5a@bupers.navy.mil
http://www.bupers.navy.mil/pers2/N132D5/MN/index.htm

MINEMAN ECM COMMENTS

Community Management Actions MN (continued)

- **CREO** First Term - 1 Careerist - 1
- **SEA/SHORE ROTATION:**

E1-3	E4	E5	E6	E7	E8	E9
60/24	60/36	48/36	48/36	39/36	39/36	39/36

- **SRB** ZONE A=3.0 ZONE B=2.0 30Apr99 SRB message
  Various NECs @ higher levels, $30K ceiling raised to $45K, unexecuted extensions now count towards SRB (NAVADMIN 271/99)
- **SDAP** None
- **MANAGEMENT ACTIONS:**
  - Mineman expansion to include MCM & MHC shipboard duties for STG's, OS's, BM's, and GM's and 50% SN GENDETs
    - increase of over 200 billets
    - increased FY99-01 'A' School requirements (99-108, 00-145, 01-145)
    - $3,000 - $4,000 Enlisted Bonus or $1,500 - $2,000 w/$25-30K NCF
    - RTC Reclassification Priority and CNRC Critical Rating List
    - Utilize Nuclear Power attrites for MN "A" school.

NAVADMIN 050/00

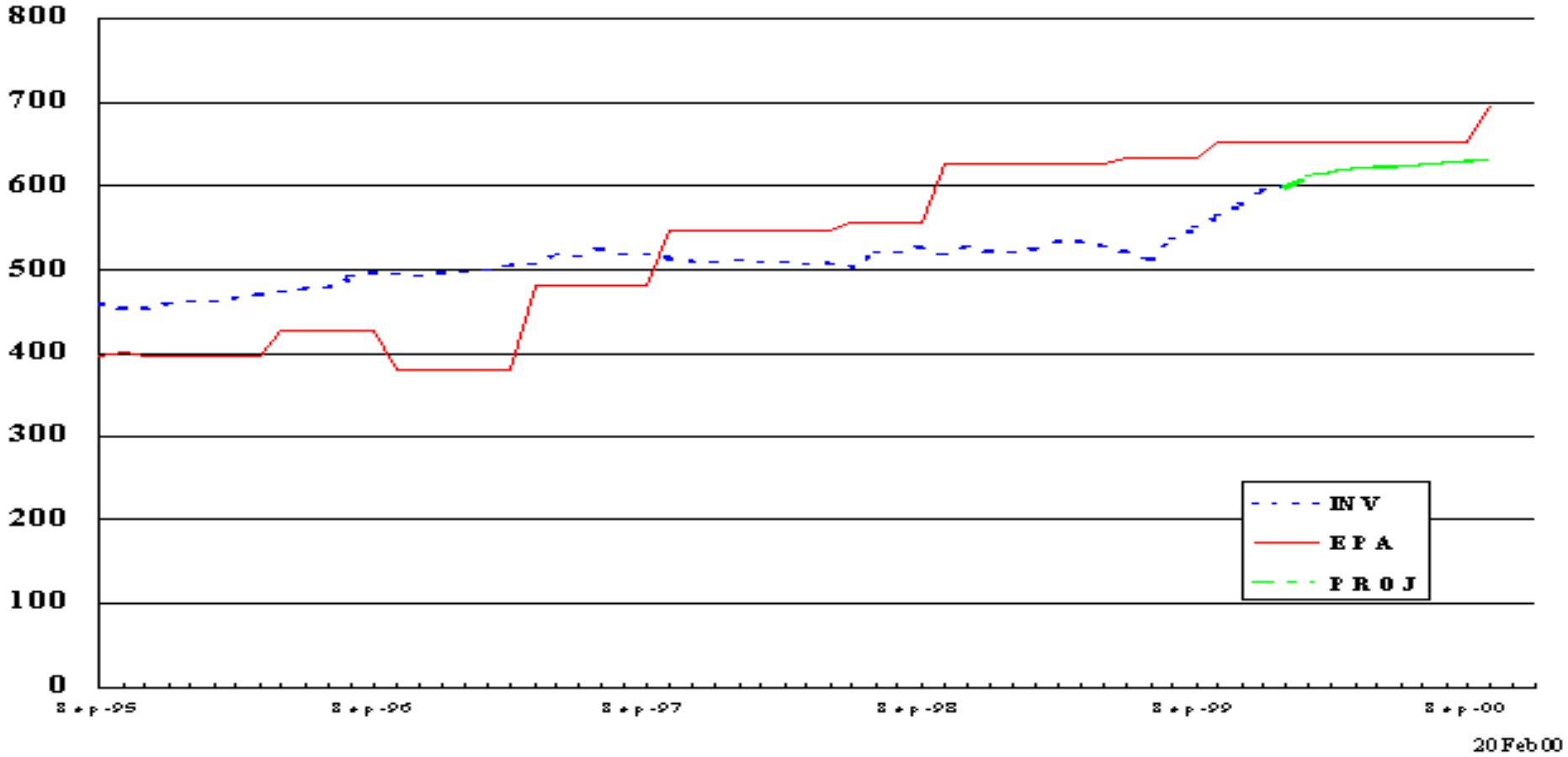
Raised MN SRB to 3.5

For zone A with NEC 0000

FCCM(SW) Snyder Email: n132d5a@bupers.navy.mil
http://www.bupers.navy.mil/pers2/N132D5/MN/index.htm

Next Slide

MN E1-9 RUNNING INVENTORY vs. EPA PROJECTION

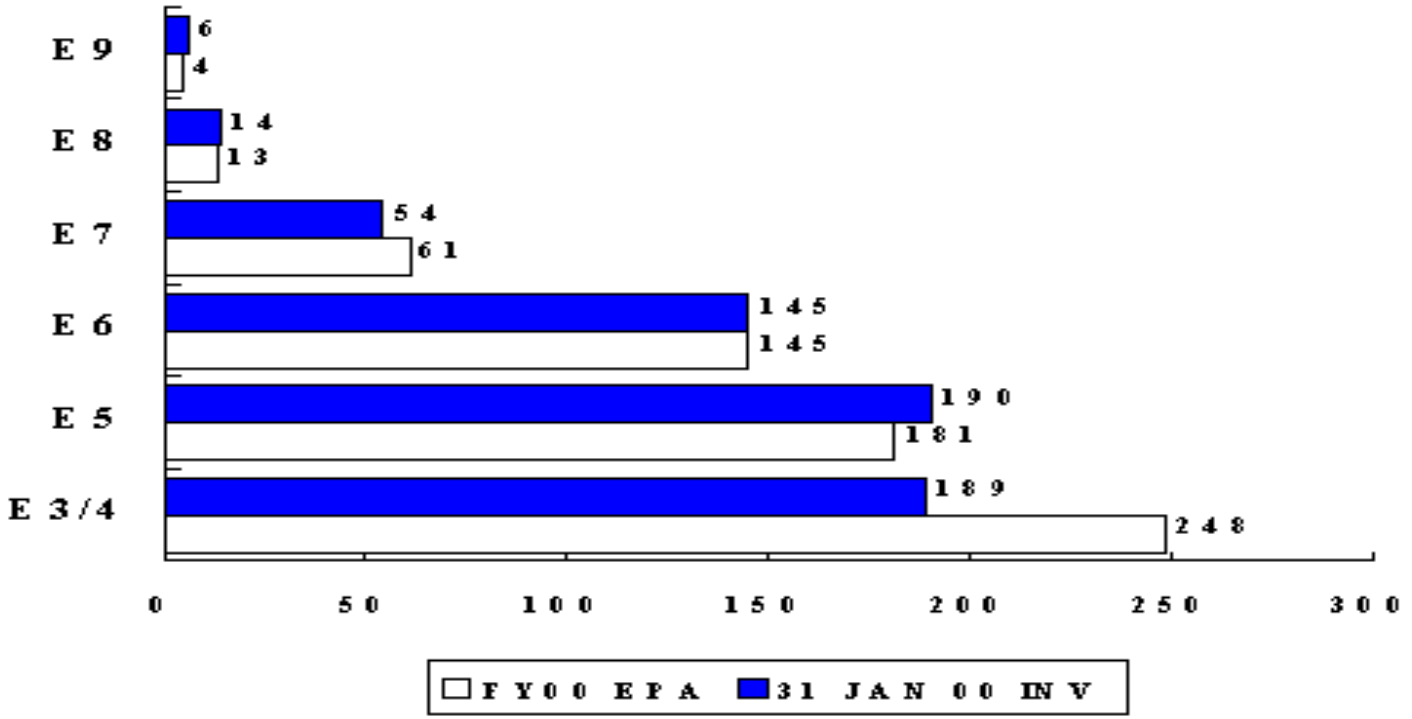


Next Slide

FCCM(SW) Snyder Email: n132d5a@bupers.navy.mil

http://www.bupers.navy.mil/pers2/N132D5/MN/index.htm

MN FY00 EPA PAYGRADE DISTRIBUTION vs INVENTORY



EPA PAYGRADE DISTRIBUTION:

E3/4	E5	E6	E7	E8	E9
38.0%	27.8%	22.2%	9.4%	2.0%	.6%

Next Slide

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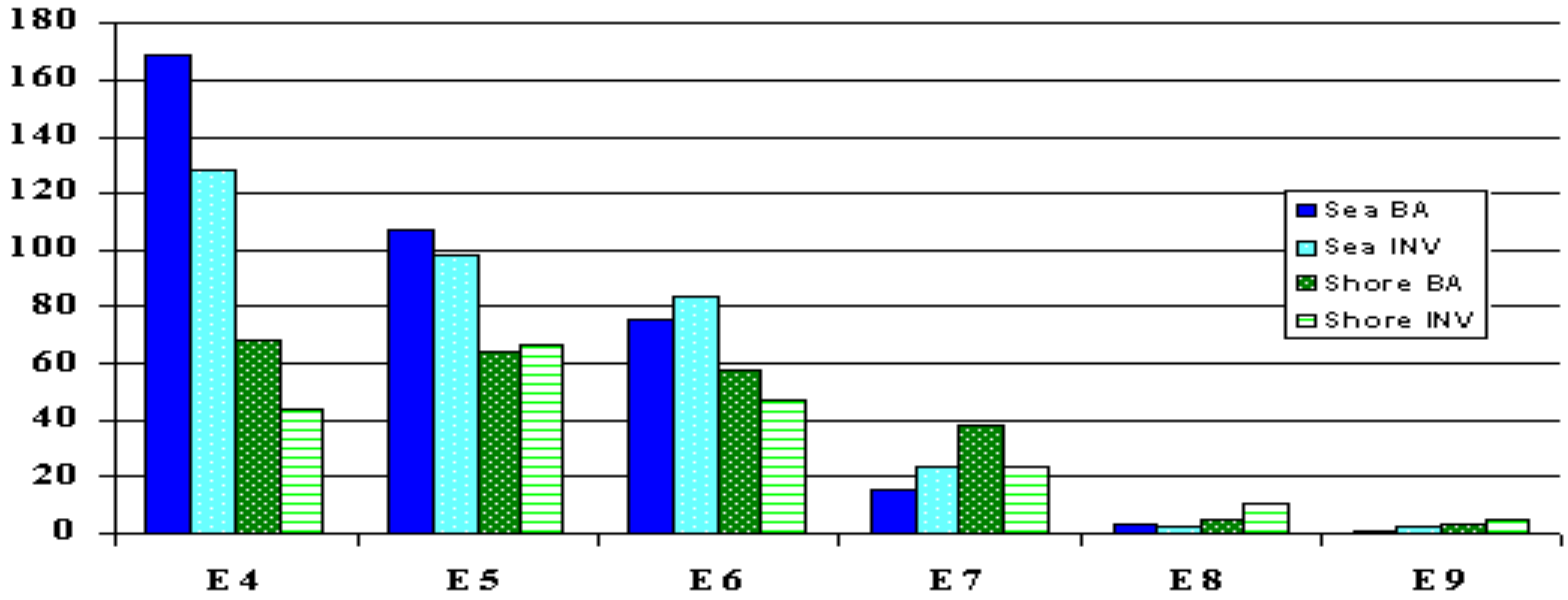
n132d5a@bupers.navy.mil

http://www.bupers.navy.mil/pers2/N132D5/MN/

MN Sea/Shore Manning



E1-4:	76%	E5-6:	103%	E7-9:	95%	Overall:	92%
SEA	76%		99%		142%		91%
SHORE	63%		93%		85%		83%

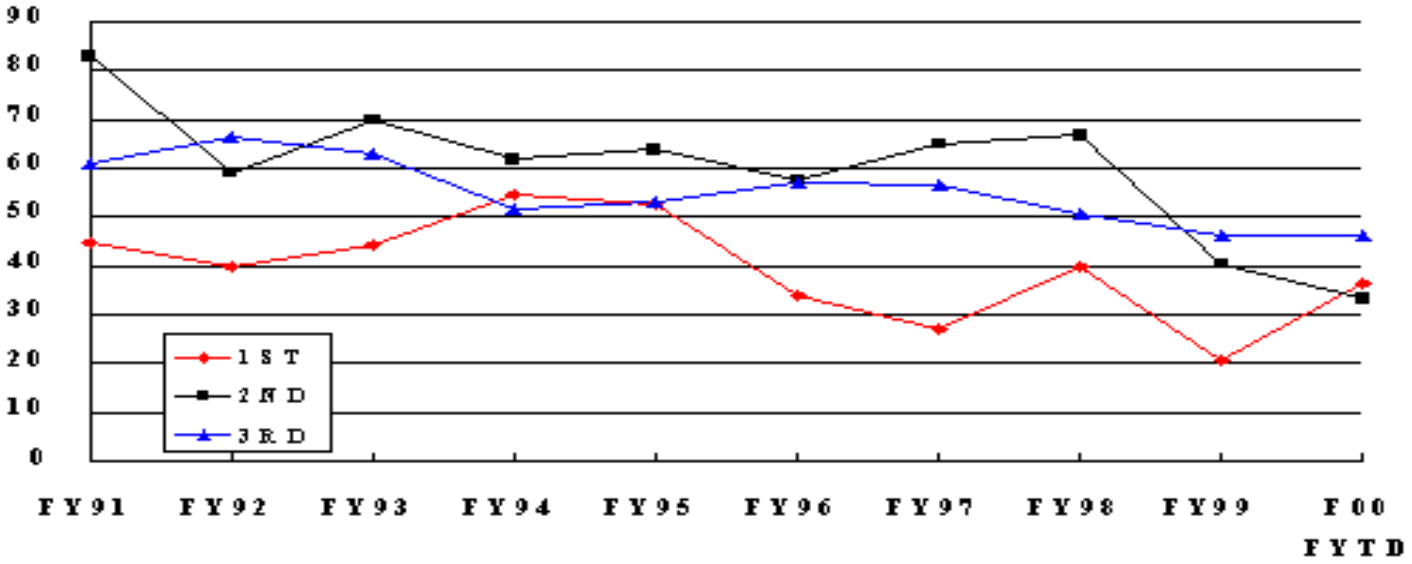
20 Feb 00

Next Slide

FCCM(SW) Snyder Email:
n132d5a@bupers.navy.mil

http://www.bupers.navy.mil/pers2/N132D5/MN/

MN GROSS RETENTION



SRB HISTORY

AUG91 0/0/0	JAN92 0/0/0	APR92 0/0/0	JUL92 0/0/0	NOV92 0/0/0	FEB93 0/0/0
JUL93 0/0/0	JAN94 0/0/0	MAY94 0/0/0	JAN95 0/0/0	JUN95 2.0/0/0	DEC95 2.0/0/0
MAY96 2.0/0/0	OCT96 2.0/0/0	MAR97 2.0/0/0	JUL97 2.0/0/0	JUL98 2.5/0/0	NOV98 3.0/2.0/0
APR99 3.0/2.0/0					

Next Slide

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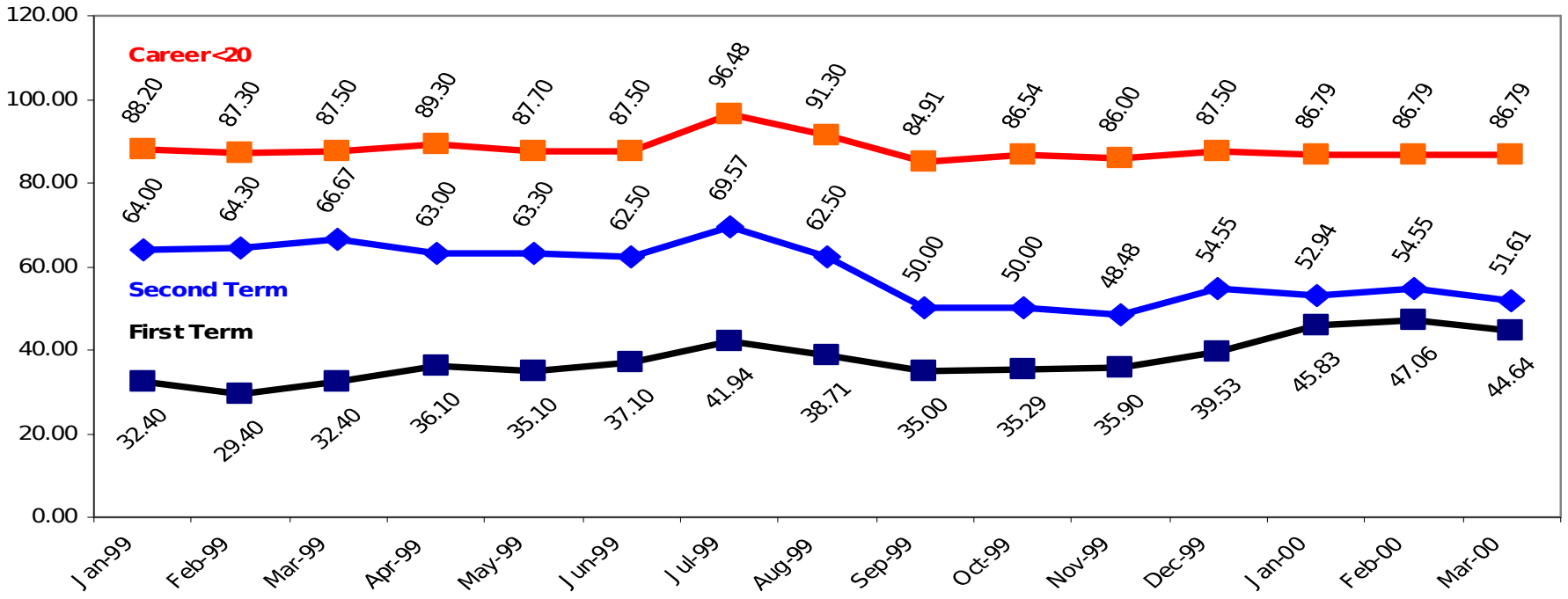
http://www.bupers.navy.mil/pers2/N132D5/MN/

MINEMAN RATING

(Monthly JAN-99 though MAR-00)



Next Slide

Total Accessed or in DEP

As of 9 March 2000

NEW CONTRACTS

FYTD

TOTAL NEW CONTRACTS (23537/24931) 94.4%
NUCLEAR FIELD (1260/1227) 102.7%
CRITICAL RATINGS (5833/6300) 92.6%

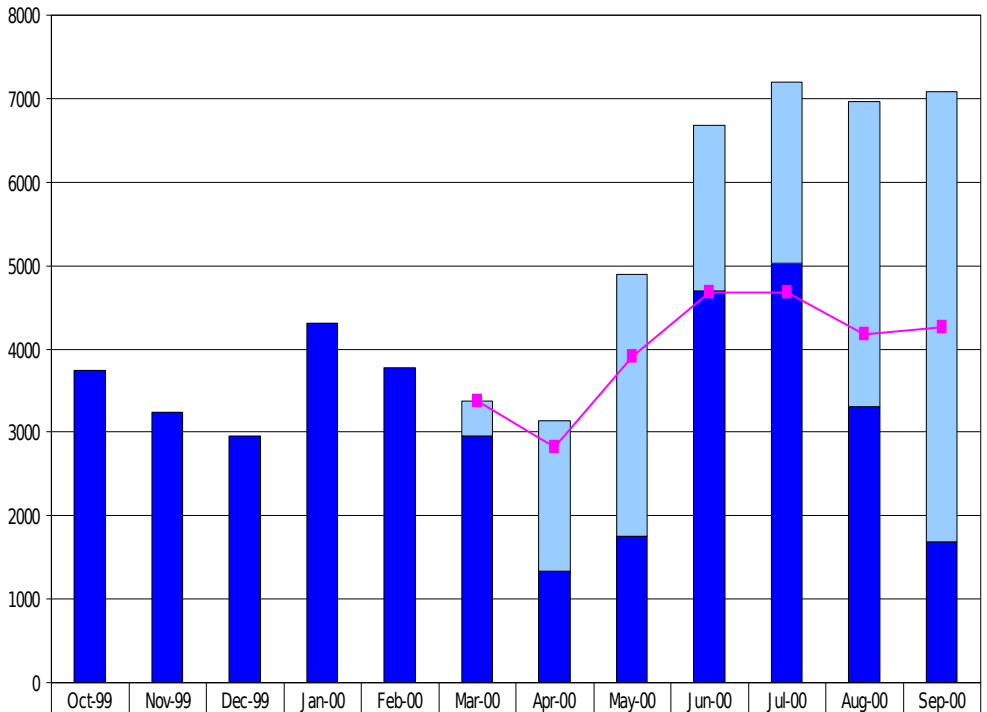
ACCESSIONS

FYTD*

TOTAL ACDU (18031/17812) 101.2%
*FYTD goals and percentages per BUPERS N13 goaling letter, revision 2, dated 28 February 2000.

High School Grads - USN Benchmark **90%**
TOTAL (13273/16845) 78.8%
Figures are low due to frontloading. Tracking well below the Non-High School Diploma Graduate cap. Current Accessed plus DEP HSDG at 88.8%.

Test Score Category - USN Benchmark **62%**
TOTAL (11547/16845) 68.5%
Current Accessed plus DEP CAT I-IIIA at 65.3%.



	Oct-99	Nov-99	Dec-99	Jan-00	Feb-00	Mar-00	Apr-00	May-00	Jun-00	Jul-00	Aug-00	Sep-00	Total
Rev 2 GOAL	3733	3240	2962	4315	3562	3593	3141	4892	6685	7203	6958	7086	57370
GOAL REMAINING	-78	-276	-56	0	-219	420	1800	3144	1993	2176	3652	5402	
ACCESSED OR IN DEP	3733	3240	2962	4315	3781	2954	1341	1748	4692	5027	3306	1684	38783
Rev 1 GOAL	3655	3042	3182	4371	4162	3593	3141	4892	6685	7028	6758	6861	
Accrued Current Month Goal	3655	2964	2906	4315	3562	3374							
DEP TARGET						3374	2827	3914	4680	4682	4175	4252	

Next Slide